

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

National Park Service:NPS (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	85	76	87	97	83	21
Number of Complainants	84	74	87	94	82	21
Repeat Filers	1	2	0	3	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	31	22	26	31	23	8
Color	10	9	8	11	9	5
Religion	1	1	2	2	3	4
Reprisal	33	39	34	49	38	9
Sex	26	23	37	32	31	11
PDA	1	1	3	0	0	0

National Origin	12	9	12	9	3	0
Equal Pay Act	1	0	0	0	0	0
Age	26	20	35	23	27	6
Disability	28	28	17	37	24	6
Genetics	0	0	0	0	1	0
Non-EEO	2	2	1	5	4	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	8	20	14	10	8	1
Assignment of Duties	15	8	12	5	12	2
Awards	1	1	3	0	1	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	7	3	6	2	0	1
Suspension	6	1	3	5	3	2
Removal	1	2	2	6	4	1
Other	0	0	0	0	0	0
Duty Hours	5	0	4	0	1	2
Perf. Eval./ Appraisal	7	8	10	6	9	1
Examination/Test	0	0	2	0	0	0
Harassment						
Non-Sexual	29	32	38	42	34	10

Sexual	6	4	1	3	3	1
Medical Examination	1	1	0	0	1	0
Pay including overtime	3	3	4	0	1	0
Promotion/Non-Selection	19	10	7	17	4	1
Reassignment						
Denied	0	1	0	1	0	0
Directed	3	0	3	5	4	0
Reasonable Accommodation Disability	8	10	4	11	8	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	2	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	0	2	0	1
Termination	4	3	7	5	3	3
Terms/Conditions of Employment	13	7	15	7	5	2
Time and Attendance	5	4	4	3	1	1
Training	2	2	2	1	5	0
Other						
User Defined - Other 1	0	0	1	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	214.90	197.67	184.92	146.95	169.08	139.67
Average number of days in final action	129.68	85.48	53.89	44.86	66.75	33.75
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	225.52	206.91	183.33	154.61	167.64	160.89
Average number of days in final action	85.69	18.00	36.20	31.26	61.94	29.80
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	180.79	191.35	186.03	138.25	172.13	107.83
Average number of days in final action	200.88	119.21	65.85	48.43	73.25	34.50
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	8	3	8	3	8	2
Average days pending prior to dismissal	113.5	202	128.13	94.33	123.75	171
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	6	6	6	2	1

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[illegible]

[illegible]

[illegible]

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	78	82	76	90	75	119
Total Complainants	74	78	76	89	71	115
Number complaints pending						
Investigation	0	1	0	0	1	17
ROI issued, pending Complainant's action	0	0	0	0	0	3
Hearing	75	75	75	87	71	89
Final Agency Action	4	7	1	2	6	11
Appeal with EEOC Office of Federal Operations	30	32	14	16	13	28
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	1	6	0	2	1	1